Attachment	2011 Update	Reason

4.10 Comprehensive System of Personnel Development	• Under Personnel Classification and **Number of Personnel**, changed the following:
	  o VRC 1 from 8 to **7**
	  o VRC 2 from 60 to **52**
	  o VRC 3 from 84 to **71**
	  o VRC 4 from 2 to **1**
	  o Rehab Tech 1 from 84 to **83**
	  o Rehab Tech 2 from 13 to **12**
	
	• Under Personnel Classification and **Number of Current Vacant Positions**, changed the following:
	  o VRC 1 from 2 to **0**
	  o VRC 2 from 0 to **1**
	  o VRC 3 from 8 to **4**
	  o Rehab Tech 1 from 4 to **2**
	  o Rehab Tech 2 from 3 to **2**
	  o VR Supervisor from 1 to **0**
	
	• Under DVR's Response to "Plan for recruitment, preparation, and retention of qualified personnel," added text to explain state budget shortfalls & hiring freeze through 6/30/11. Explained process to fill positions under exceptional circumstances. Added text to indicate cap of FTEs at 320.5 (reduction of 7.5 FTEs from original allotment of 328 for the
		• Updates numbers to more accurately reflect current situation
		
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		• Updated to reflect impact of state hiring freeze on the recruitment, preparation, and retention of critical direct service staff and that this activity will be more limited than intended when State Plan was originally developed.

Attachment	2011 Update	Reason
4.10 Comprehensive System of Personnel Development (CONTINUED)	state biennium 7/1/2009 – June 30, 2011. Added text to explain DVR's intentions to fill critical positions and the process to do so. • Added text to explain that DVR will <u>continue</u> to recruit applicants on an "in-training" basis if an adequate pool of qualified applicants is not available. • Changed text to active voice in paragraphs relating to Performance and Development Plans for employees, rehab research findings, full communication access and the placement of personnel in locations requiring ASL and other spoken languages • Changed text regarding DVR's work with OSPI to improve sentence structure only	• Reflects DVR's intentions to <u>continue</u> to recruit applicants under certain circumstances • Reflects DVR's <u>continuing</u> efforts in these areas • Improve readability